

Scientist and Engineer Summer Study Charter

Background:

As a result of the recent Re-recruiting of Developmental Engineers across the Air Force, Air Force Materiel Command is directed to take the lead in conjunction with Secretary of the Air Force (Acquisition) to conduct a Summer Study to investigate ways to improve career management of military scientists and engineers. The study will build off the results of the Scientist and Engineer (S&E) Summits, the approved Concept of Operations for Scientists and Engineers (S&E CONOPS), the Scientist and Engineer Requirements Review, the Secretary of the Air Force's Re-recruiting Initiative, and the ongoing investigation into the health of the acquisition community.

The current demographic projections for the production of scientists and engineers in the United States show that competition for people entering these career fields will be significant. At the same time, the United States Air Force has found that the demographics of the S&E career fields in these areas is eroding due to retirement of senior people, inadequate recruitment and retention efforts, competition with the commercial sector, government hiring procedures, and locations of employment. Management of these career fields within the Air Force has gained significant attention over the last few years in an attempt to reverse these trends. The S&E CONOPS establishes basic philosophical principles that secure the need for military and civilian scientists and engineers in the Air Force. A clear, detailed set of management practices must be established to best utilize this limited resource.

The long-term health of the military S&E career field is directly linked to the current AF assignment system, which has significant influence on critical workforce management areas such as effective utilization, personnel availability (entitlements), career development, and advancement potential to senior leadership positions.

Tasking:

The objective of this Summer Study is to provide the Secretary of the Air Force and the Chief of Staff of the Air Force a set of actionable recommendations on ways to improve military S&E workforce management in these and any other related areas deemed appropriate by the study team. When making their recommendations, the study team should consider the relationship of their recommendations with respect to the impacts on other career fields such as acquisition program, space operations, intelligence, and the rest of the S&E workforce (e.g., civilians).

Membership:

Summer study participants should be senior individuals chosen from a diverse group of military, industry and academia to ensure a broad discussion of potential options.

Support Personnel:

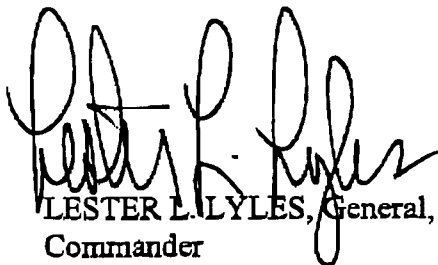
Study oversight will be conducted by AFMC/EN and SAF/AQR. Military support will be provided by both SAF/AQ and AFMC. Primary military liaisons to the study will be Lt Col Mark Hayes, SAF/AQRE, DSN 425-7857, and Col Franklyn Kreighbaum, AFMC/ENB, DSN 787-2258.

Approval:**MAY 14 2002**

This plan is approved for implementation on _____.



MARVIN R. SAMBUR, PhD
Assistant Secretary of the Air Force
(Acquisition)



LESTER L. LYLES, General, USAF
Commander
Air Force Materiel Command